

# Malinda Howell

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## TECHNICAL SKILLS

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### Talent

Recruitment • Employer Branding • Onboarding

### Operations

Payroll Coordination

### People Practices

Succession Planning • L&D • Employee Relations • Performance Management

### Compliance

Diversity & Inclusion • GDPR

## PROFILE

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Experienced HR Manager with 14+ years focusing on Finance. Known for leadership.

## WORK EXPERIENCE

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### People Operations Manager — Kutch, Pfannerstill and Hegmann (2024 - 2025)

- Implemented a performance review program which improved engagement scores by 8 points.
- Managed complex employee relations issues and maintained compliance with local employment law.

### Talent Acquisition Manager — Thompson Inc (2023 - 2025)

- Rolled out benefits and L&D programs that increased retention in key teams by 18%.
- Implemented a performance review program which improved engagement scores by 11 points.
- Led recruitment for 153 roles across EMEA/US, reducing time-to-hire by 27%.
- Managed complex employee relations issues and maintained compliance with local employment law.

### HR Manager — Hills Inc (2014 - 2020)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 6 points.

### HR Business Partner — Donnelly - Kiehn (2023 - 2025)

- Implemented a performance review program which improved engagement scores by 10 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 17%.

### People Operations Manager — Ruecker - Batz (2019 - 2022)

- Led recruitment for 36 roles across EMEA/US, reducing time-to-hire by 37%.
- Implemented a performance review program which improved engagement scores by 9 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 10%.
- Managed complex employee relations issues and maintained compliance with local employment law.

## PROJECTS

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**conitor** - Balanced executive adapter

**tubineus despecto** - Customizable contextually-based process improvement

**decerno trucido** - User-centric systemic concept <https://beneficial-slime.name/>

## EDUCATION

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MSc Human Resource Management, Rodriguez Group College (2018)

## CERTIFICATIONS

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- PHR